2022 Health Equity, Diversity and Inclusion Survey

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As the leading national advocate for hospitals and health systems, the American Hospital Association (AHA) and its Institute for Diversity and Health Equity (IFDHE) are committed to providing the field with appropriate services in support of efforts to improve the health of the communities its members serve.

To ensure AHA continues to act in a most effective manner on the field's behalf, we are requesting your help via our 2022 Health Equity, Diversity and Inclusion Survey. The information gathered from this important survey will help guide our national efforts to support the work you are undertaking in your local contexts to advance health equity, diversity and inclusion. The findings will provide a view into the significant strides hospitals are making in this important area, as well as the opportunities for improvement. Aggregate results from the survey will be shared later this year. Even if your hospital has not adopted any or all of the strategies addressed in this survey, your answers are extremely important. All responses are confidential and reported in the aggregate. IFDHE will not use individual hospital responses.

This survey may require collective gathering of information from your human resources department and other departments to provide a complete response.

Participation in this survey is voluntary; your submission indicates informed consent to participate. All questions in the survey will be treated as confidential and answers will not be released without expressed, written permission. However, the AHA will share aggregate state, not individual hospital data, with your respective state hospital association, if requested, as long as the state association also agrees to treat the data as confidential. The aggregate survey findings will be disseminated in various forms, including reports, presentations and educational forums.

This survey is administered biennially. We appreciate your time spent on this year's survey. Thank you for providing information about how hospitals and health systems are working to advance health equity, diversity and inclusion.

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Senior Vice President, Health Equity Strategies

Executive Director, Institute for Diversity and Health Equity (IFDHE)

American Hospital Association

Glossary

This survey uses the following definitions. Please refer to this page as necessary.

Cultural Humility - The ability of providers and organizations to understand and integrate an individual's values, beliefs and behaviors about health and well-being into the delivery and structure of the health care system.

Disparities – Inequalities that exist when members of certain population groups do not benefit from the same health status as other groups.

Diversity – Inclusive of race, ethnicity, language preference, religion, disability status, gender identity, sexual orientation, veteran status, socioeconomic factors and any other characteristic that makes us unique as individuals.

Equity Influencers – Individuals inside hospitals and health systems who have accountability and oversight for implementation of the organization's Diversity, Equity and Inclusion plans. These roles may be formal or informal in nature.

Health Equity - The attainment of the highest level of health for all people, where all people have full and equal access to opportunities that enable them to lead healthy lives.

Historically Marginalized – Individuals and groups who have with law, policies and practices, over long periods of time been disadvantaged, through structural and systemic actions of those in power and with privilege have. Examples of historically marginalized groups include people of color, women, LGBTQ+, low income and disabled, among others.

Inclusion - The state of being or creating an environment in which every person feels valued, respected and supported.

Inequity - The unfair, unjust differences in health that make some population groups more vulnerable to poor health. These differences are avoidable, but due to deeply rooted social injustice, they exist.

LGBTQ+ Status – Identification as Lesbian, Gay, Bisexual or Bi, Transgender, Queer (or Questioning), Intersex and Asexual (or allies)

Structural Barriers - Structural barriers are obstacles that collectively affect a group disproportionately and perpetuate or maintain stark disparities in outcomes. Structural barriers can be policies, practices, and other norms that favor an advantaged group while systematically disadvantaging a marginalized group.

Diversity, Equity and Inclusion Strategy

1. How important are Diversity, Equity and Inclusion to the future of <u>health care in the United States</u>?

	Extremely Important	Very Important	Moderately Important	Slightly Important	Not at all Important
Diversity	☐	☐	☐	☐	☐
Equity	☐	☐	☐	☐	☐
Inclusion	☐	☐	☐	☐	☐

2. How important are Diversity, Equity and Inclusion to the future of <u>your hospital</u>?

	Extremely Important	Very Important	Moderately Important	Slightly Important	Not at all Important
Diversity	☐	☐	☐	☐	☐
Equity	☐	☐	☐	☐	☐
Inclusion	☐	☐	☐	☐	☐

3. Our hospital has taken the following public steps toward advancing health equity (Check all that apply):
   ☐ Signed the American Hospital Association's #123forEquity Pledge
   ☐ Signed a similar pledge for equity and health justice from our state hospital association
   ☐ Signed a similar pledge from another health care membership organization
   ☐ Signed or developed an anti-racist statement
   ☐ Not Applicable

4. As a result of making public equity statements, our hospital allocated funds to address Diversity, Equity and Inclusion efforts:
   ☐ Yes
   ☐ No

5. At which level are your Diversity, Equity and Inclusion efforts led?

	Diversity	Equity	Inclusion
Hospital	☐	☐	☐
Health System	☐	☐	☐
None of the above	☐	☐	☐

6. For which of the following characteristics does your hospital have specific goals and strategies to reduce inequities in the delivery of clinical care? (Check all that apply)

   ☐ Age
   ☐ Disability status
   ☐ Ethnicity
   ☐ Sex
   ☐ Gender identity

☐ Primary language
☐ Race
☐ Sexual orientation
☐ Other, please specify: _____

7. Do hospital leaders hold all team members in the organization accountable for building and supporting an inclusive culture or a designated department/team?
    ☐ Everyone
    ☐ Designated department/team
    ☐ No one

8. Which of the following responses describes how you feel about the pace of your hospital's Diversity, Equity and Inclusion efforts:

    ☐ Moving too quickly
    ☐ Moving at an adequate pace
    ☐ Moving too slowly
    ☐ Not moving at all

9. In what ways has your hospital demonstrated its commitment to advancing health equity? (Check all that apply)

	Strategic Plan	Implementation Plan	Evaluation Plan	Leadership Commitment	None of These
We have organizational policies to promote an inclusive climate and culture in our …	☐	☐	☐	☐	☐
We have standard operating procedures for accountability to sustain Diversity, Equity and Inclusion activities within the hospital system in our …	☐	☐	☐	☐	☐
We have established goals for improving quality of care for historically marginalized groups in our…					
We have established goals to collaborate with historically marginalized community stakeholders in our…	☐	☐	☐	☐	☐
We have pathways that lead to diversifying	☐	☐	☐	☐	☐

leadership in hospital governance and management in our…					
We use race, ethnicity and language data; sexual orientation and gender identity; and social needs data to drive clinical and operational improvements in our…	☐	☐	☐	☐	☐
We promote cultural humility in all aspects of our hospital operations via our…	☐	☐	☐	☐	☐

10. Has your hospital leadership publicly acknowledged institutional harms of the medical profession in historically marginalized racial and ethnic communities?

    ☐ Yes
    ☐ No

11. Which hospital department is primarily accountable for your hospital's Diversity, Equity and Inclusion strategy?

    ☐ Diversity, Equity and Inclusion
    ☐ Human Resources
    ☐ Community Benefit
    ☐ Population Health
    ☐ Patient Safety and Quality Improvement
    ☐ Other, please specify: _____

12. How many full and part time positions are in the department that primarily sets and leads Diversity, Equity and Inclusion goals and strategies?

    ☐ <1.0 FTE
    ☐ 1.0 FTE
    ☐ 2.0 – 4.0 FTEs
    ☐ 5.0 or more FTEs

13. What is the budget of the department that is accountable for your Diversity, Equity and Inclusion goals?

    ☐ No budget
    ☐ Less than $24,999
    ☐ $25,000 – $74,999
    ☐ $75,000 – $125,000

☐ $124,999 - $250,000
☐ More than $250,000

14. What are the barriers to embracing strategies for Diversity, Equity and Inclusion? (Check all that apply)
☐ Cost
☐ No defined strategy
☐ Duplication of work
☐ Governance policies
☐ Lack of training and credentials
☐ Lack of leadership support
☐ Other, please specify:_____

Workforce

15. For which of these demographic groups does your hospital have policies related to equitable compensation, promotion and leadership? (Check all that apply)

	Compensation	Promotion	Leadership
Gender	☐	☐	☐
Disability	☐	☐	☐
Race	☐	☐	☐
Ethnicity	☐	☐	☐
Sexual Orientation	☐	☐	☐

16. Which of the following statements best describe your hospital's policies and practices regarding workforce diversity? (Check all that apply)
☐ Holds its executive leaders and managers accountable for implementing policies and practices that promote and maintain an inclusive, multicultural workforce representative of the patient population served.
☐ Holds leadership accountable to advance Diversity, Equity and Inclusion goals through its compensation and promotion structure.
☐ Designs workforce policies and strategies to eradicate disparities and promote equity in the workplace.
☐ Evaluates workforce policies and strategies to eradicate disparities and promote equity in the workplace.
☐ Assesses workforce diversity policies and practices on an annual basis.
☐ Invests in career pathways and pipelines for historically underrepresented groups such as local "cradle-to-career" initiatives.
☐ Provides access to hospital front-line workers to explore pathways for career advancement.

17. For which of these groups does your hospital have a documented plan for improving representation in the workforce?

	C-Suite	Management	Physicians	Nurses	Other clinical	Support staff
Racially or ethnically underrepresented	☐	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐	☐
LGBTQ+	☐	☐	☐	☐	☐	☐
Visible disability	☐	☐	☐	☐	☐	☐
Veterans	☐	☐	☐	☐	☐	☐
Other _____	☐	☐	☐	☐	☐	☐

18. **Which of the statements below describes your hospital's workforce Diversity, Equity and Inclusion efforts? (Check all that apply)**

	Yes	No
Our organization has a program that identifies internal diverse and talented individuals for promotion	☐	☐
Hiring managers at our organization have a diversity goal tied in with their performance expectations	☐	☐
Our organization provides training about structural racism in hospitals and health care systems	☐	☐
Staff at all levels and across all disciplines receive training about how to address the unique cultural and linguistic factors affecting care of all patients and communities served by our organization	☐	☐
Our organization educates staff members on any 'ism' that impacts the attainment of health equity (racism, sexism, ableism, etc.)	☐	☐
Our organization offers internships, externships and fellowships to attract historically underrepresented talent.	☐	☐
The new hire orientation in our organization provides employees with written information about shared accountability for equity	☐	☐

19. Does your hospital have a strategy to hire individuals from historically marginalized populations?

☐ Yes
☐ No

   19a. If yes, what is your primary strategy?

      ☐ Investing in diverse talent pipelines
      ☐ Training/career development programs
      ☐ Professional recruiting
      ☐ Word of mouth and personal referrals
      ☐ Local hiring
      ☐ It has not impacted our plans

Governance and Leadership

20. Has your hospital implemented specific approaches to increase the following: (Check all that apply)

	C- Suite Leadership	Management	Board Governance
Diversity in race/ethnicity in…	☐	☐	☐
Diversity in gender in…	☐	☐	☐
Diversity in sexual orientation in…			
Representation reflecting the patient population in…	☐	☐	☐
Representation of residents from the community you serve in…	☐	☐	☐
Inclusion of diverse perspectives from historically marginalized groups from community you serve in…	☐	☐	☐

21. Does your hospital have a strategy to increase the number of diverse members of the board of trustees along the range of demographic diversity? (Check all that apply)

☐ Age
☐ Disability status
☐ Ethnicity
☐ Sex
☐ Gender identity
☐ Primary language
☐ Race
☐ Sexual orientation
☐ Other, please specify: _____

22. Does your board review data about health inequities within your patient population?

☐ Yes
☐ No

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22a. If yes, which metrics does your board use to evaluate health inequities? (Check all that apply)

☐ Hospital discharge data
☐ Patient satisfaction survey
☐ Race, ethnicity and language, and sexual orientation and gender identity data
☐ Quality data
☐ Health equity dashboard
☐ Other: _____

23. Does your hospital have a board committee focused on the topic areas below? (Check all that apply)
☐ Health equity and disparities
☐ Workforce diversity and inclusion

24. Please indicate the number of voting and non-voting board members in each of the categories below:

	Voting Members	Non-Voting Members
Gender		
Male		
Female		
Other		
Transgender		
Ethnicity		
Hispanic or Latino		
Non-Hispanic or Latino		
Race		
American Indian/Alaskan Native		
Asian		
Black/African American		
Native Hawaiian/Pacific Islander		
White		
Other		

25. Please indicate the gender and race/ethnicity for each executive leadership position. Please select only one category for each field.

	Gender				Ethnicity		Race						N/A
	Male	Female	Other	Transgender	Hispanic or Latino	Non-Hispanic or Latino	American Indian/ Alaskan Native	Asian	Black/ African American	Native Hawaiian /other Pacific Islander	Other	White	Position does not exist or Is not filled
Chief Executive Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Operating Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Financial Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Medical Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Nursing Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Diversity Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Population Health Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Quality Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Human Resources Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Experience Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Strategy Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Chief Health Equity Officer	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Other, please specify: _____	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

26. What percentage of your executive leadership team falls into the following age groups?

	0 – 25%	26 – 50%	51-75%	Above 75%
25-34 years				
35-44 years				
45-54 years				
55-64 years				
65-74 years				
75 and above				

27. Does your organization have embedded pipeline strategies for recruiting and hiring diverse management and leadership candidates?

☐ Yes
☐ No

28. Do you have a formal executive leadership succession planning process that identifies high-potential, talent from historically underrepresented groups?

☐ Yes
☐ No

29. Which of the following position level is responsible for Diversity, Equity and inclusion efforts for your hospital or health system?

	Health Equity	Diversity and Inclusion
Chief Executive Officer	☐	☐
Other C-suite executives	☐	☐
Senior management (e.g., Senior Vice President, Vice President)	☐	☐
Middle management (e.g., Division or Department Director)	☐	☐
Program/project director or manager	☐	☐
Program/project staff (e.g., Coordinator, Specialist)	☐	☐
Other, please specify: _____	☐	☐

30. In the areas of Diversity, Equity and Inclusion, who of the following are involved in strategic development and implementation?

	Health equity	Diversity and inclusion
Patients and/or families	☐	☐
Community representatives	☐	☐
Frontline clinical staff	☐	☐
Frontline non-clinical staff	☐	☐
Clinical leaders	☐	☐
Executive leaders	☐	☐

Equitable Care and Operations

31. Please indicate whether your organization has professional development opportunities for employees that include the following cultural content areas. (Check all that apply)

	Required	Optional
Utilizing language interpreter services	☐	☐
Diverse health beliefs held by patient populations	☐	☐
Religious beliefs affecting health care	☐	☐
Family interactions	☐	☐
Community members/visitor interactions	☐	☐
LGBTQIA sensitivity training	☐	☐
Implicit bias training	☐	☐
Cultural awareness/humility training	☐	☐

32. Please select if each of the following statements are reflected in your hospital:

	Yes	No	Unsure
There is a standardized mechanism to translate documents (e.g., questionnaires, consent forms, educations materials, and discharge instructions) into languages that are most prevalent for our organization's patients and family members.	☐	☐	☐
Our organization has implemented an organization-wide Language Access Plan, or comparable policies and procedures.	☐	☐	☐
Our organization provides certified interpreters on an as needed basis (i.e., off-site partners, on-site staff, and/or language service agencies).	☐	☐	☐
Our organization provides training to health care staff to become qualified bilingual interpreters of languages most prevalent for our patients and family members.	☐	☐	☐
Our organization provides support for managers overseeing language services to earn professional certification for that role.	☐	☐	☐
Our organization provides training to health care staff to meet the needs of those who have physical disabilities.	☐	☐	☐
Our organization's strategic plan includes guidelines for incorporating cultural and linguistic competence into operations.	☐	☐	☐

Our organization provides staff training regarding access as a health equity topic.	☐	☐	☐
Our organization tracks and uses analytic tools to assess the performance of language services.	☐	☐	☐
Our organization utilizes smart digital tools such as machine translation engine or multilingual medical phrasebook.	☐	☐	☐

33. Which of the following does your hospital or health system do to address patients' social needs? (Check all that apply)

	Screen for this social need	Record this screening result in your electronic health record	Have programs to address this social need	Evaluate program results to address this social need
Housing insecurity	☐	☐	☐	☐
Food insecurity or hunger	☐	☐	☐	☐
Utility needs	☐	☐	☐	☐
Interpersonal violence	☐	☐	☐	☐
Transportation	☐	☐	☐	☐
Employment and income	☐	☐	☐	☐
Education	☐	☐	☐	☐
Social isolation	☐	☐	☐	☐
Health behaviors	☐	☐	☐	☐
Trauma	☐	☐	☐	☐
Accessibility	☐	☐	☐	☐
Other, please specify: _____	☐	☐	☐	☐

34. Has your hospital or health system been able to gather data indicating that activities used to address the social needs have resulted in any of the following? (Check all that apply)

☐ Better health outcomes for patients
☐ Decreased utilization of hospital services
☐ Decreased health care cost
☐ Improved community health status
☐ Better patient experience

Demographic and Disparities Data

35. Does your hospital have a dashboard or scorecard to track health disparities among the <u>patients</u> you serve?

☐ Yes
☐ No

36. Does your hospital have a dashboard or scorecard to track health disparities in the <u>community</u> you serve?

☐ Yes
☐ No

37. For each patient demographic variable, please indicate if data are collected and used in the following ways. (Check all that apply)

	Data are not collected	Data collected at first patient encounter	Data used to benchmark gaps in care	Data used to analyze demographics of patient satisfaction surveys	Data used for clinical performance improvement
Age	☐	☐	☐	☐	☐
Disability status	☐	☐	☐	☐	☐
Education level	☐	☐	☐	☐	☐
Ethnicity	☐	☐	☐	☐	☐
Gender	☐	☐	☐	☐	☐
Gender identity	☐	☐	☐	☐	☐
Income	☐	☐	☐	☐	☐
Primary language	☐	☐	☐	☐	☐
Race	☐	☐	☐	☐	☐
Religion	☐	☐	☐	☐	☐

Sexual orientation	☐	☐	☐	☐	☐
Socioeconomic status	☐	☐	☐	☐	☐
Veteran status	☐	☐	☐	☐	☐

38. In what ways does your organization use the following data to identify or address health disparities? (Check all that apply)

	To identify health disparities	To address health inequities
Clinical quality indicators	☐	☐
Medical error data	☐	☐
Readmissions data	☐	☐
CMS core measures	☐	☐
Patient complaint data	☐	☐
Medical legal claims	☐	☐
Risk data	☐	☐
Patient experience data	☐	☐
Variations in clinical management	☐	☐
Predictive analytics	☐	☐

Partnerships

39. Please describe your hospital's current working partnerships with community stakeholders to advance health equity with each type of organization listed below. Mark all that apply.

	Not involved – no current partnerships with this type of organization	Funding –grant-making capacity only	Collaboration – exchange information and share resources to alter activities and enhance the capacity of the other partner	Alliance – formalized partnership (i.e., binding agreement) among multiple organizations with merged initiatives, common goals and metrics	Co-design - share equal accountability for management, outcomes, sustainability of partnership goals
Clinical Organizations					
Other local hospitals or health care systems	☐	☐	☐	☐	☐
Federally qualified health center, community health center, rural health clinic or free clinic	☐	☐	☐	☐	☐

Tribal and Indian health services	☐	☐	☐	☐	☐
Government					
Elected officials at the local or state levels	☐	☐	☐	☐	☐
Local or state public health departments	☐	☐	☐	☐	☐
Local or state human/social service organizations	☐	☐	☐	☐	☐
Public safety	☐	☐	☐	☐	☐
Housing authority	☐	☐	☐	☐	☐
Local or state transportation agencies	☐	☐	☐	☐	☐
Federal government programs (e.g., nutrition programs)	☐	☐	☐	☐	☐
Other (please describe): _____	☐	☐	☐	☐	☐
Community-based Organizations					
Healthy communities coalitions	☐	☐	☐	☐	☐
Faith-based organizations	☐	☐	☐	☐	☐
Patient and family advocacy groups	☐	☐	☐	☐	☐
Schools and school districts (e.g., early childhood education, primary and secondary education)	☐	☐	☐	☐	☐
Post-secondary education (colleges, universities)	☐	☐	☐	☐	☐
Service organizations (e.g., United Way, YMCA, Lions, Rotary)	☐	☐	☐	☐	☐
Community development organizations	☐	☐	☐	☐	☐
Businesses					
Retail clinics (e.g., Walgreens, CVS)	☐	☐	☐	☐	☐
Health insurance companies	☐	☐	☐	☐	☐
Chamber of commerce or local businesses	☐	☐	☐	☐	☐
National Organizations					
National health associations (e.g., heart, lung, diabetes or cancer associations)	☐	☐	☐	☐	☐
Civic organizations (e.g., National Urban League, NAACP, UnidosUS)	☐	☐	☐	☐	☐
Other					
Other (please describe): _____	☐	☐	☐	☐	☐

Diversity, Equity and Inclusion Operations

40. **Which of these types of diverse suppliers does your organization conduct business with? (Check all that apply)**
    - ☐ Minority owned
    - ☐ Women owned
    - ☐ Veteran owned
    - ☐ Historically underutilized business zone
    - ☐ Other:_____

41. Do any of the following reflect your actions to strengthen the community you serve? (Check all that apply)
☐ Local hiring
☐ Local purchasing
☐ Local investing

42. What are the primary reasons your organization invests in health equity? (Check all that apply)
☐ Meet community benefit requirements
☐ Adoption of new models of care (e.g., ACOs, PCMH)
☐ Adoption of value-based payment models
☐ Mission-driven to address social needs and societal factors that impact health
☐ Meet patient and community demands
☐ Meet performance improvement goals
☐ To track and retain a local workforce
☐ To establish contacts in the community
☐ Board mandate
☐ Participation in the Equity Roadmap

Data

43. Our hospital uses data from the following sources to inform equity focused goals and efforts: ☐Patient sources
☐Community sources
☐Workforce/staff sources
☐ Supply chain/procurement sources

44. From the list below, please indicate if each of the following is a barrier to evaluating health equity outcomes.

☐ Accessing data (epidemiological, primary and secondary data)

☐ Data analysis

☐ Engaging community stakeholders

☐ Engaging internal stakeholders

☐ Engaging physicians

☐ Identification and prioritization of needs

☐ Implementing strategies

☐ Evaluating strategies

☐ Leadership support

☐ Measurement and evaluation staff capacity

☐ Applying an equity framework

☐ Other, please specify: _____

44. From the list below, please rate how much of a barrier each of the following is to advancing <u>Health Equity goals</u>.

	Not a barrier	Somewhat of a barrier	Significant barrier
Accessing data (epidemiological, primary and secondary data)	☐	☐	☐
Data analysis	☐	☐	☐
Engaging community stakeholders	☐	☐	☐
Engaging internal stakeholders	☐	☐	☐
Engaging physicians	☐	☐	☐
Identification and prioritization of needs	☐	☐	☐
Implementing strategies	☐	☐	☐
Evaluating strategies	☐	☐	☐
Leadership support	☐	☐	☐
Measurement and evaluation staff capacity	☐	☐	☐
Applying an equity framework	☐	☐	☐
Other, please specify: _____	☐	☐	☐

45. How can the AHA support your work in Diversity, Equity and Inclusion? (Check all that apply)

☐ Digital resources (e.g., guides, reports, toolkits, blogs)
☐ Webinars
☐ Case studies
☐ Learning collaborative/cohorts
☐ Conferences/networking opportunities
☐ Public policy/advocacy
☐ Technical or consulting assistance
☐ Training and development programs
☐ Podcasts
☐ Videos

☐ Regional learning forums
☐ Data analytics and benchmarking tools
☐ Experiential learning tours
☐ Award and/or certification programs
☐ Health Equity Innovation Summits
☐ Equity Influencers Roundtable

46. What other questions about Diversity, Equity and Inclusion would you be interested in for future IFDHE surveys?

_____
_____
_____
_____

Thank you for your participation in this survey. If there are questions about any of your responses, please provide a contact.

Name:_____

Title: _____

Phone: _____

Email: _____